Women In Tech Allies @ IHS Markit

Supporting Women in a Tech Workplace

Practicing Amplification

When a someone makes an important point or suggestion in a meeting, but that point is either ignored or immediately shot down, another person at the table repeats the idea, giving clear support and credit to its source.

Reasons women cite for leaving their last job, according to Indeed's survey of 1,000 women

Lack of career growth/trajectory	28.10%
Slow salary growth	24.60%
Poor management	24.40%
Other	22.50%
Bored or not challenged in my role	15.70%
The work-life balance did not fit my lifestyle	14.40%
Company culture was not a fit	11.90%
I did not leave voluntarily	7.90%
I have never left a job	7.10%
Limited mentorship	5.00%
Inadequate parental leave benefits	2.30%

Career challenges faced by women, according to Indeed's survey of 1,000 women

Wage growth	45%
Bias or discrimination (gender, age, ethnicity, etc.)	23%
I have not faced any challenges in my career to date	23%
Inability to break into management or leadership roles	20%
Switching to another career	19%
Coming back after a long absence (such as maternity leave, or after taking time off to be a primary caregiver)	17%
Sexual harassment	12%
Other	3%

Time Recruitment mentioned a 2015 study that found more than half of the women who broke into tech ended up leaving for a different sector entirely. They cited their top reason for leaving was due to culture...

Women who left the tech sector left because they were bullied, isolated, experienced poor management, lack of feedback and little to no opportunity to advance their career. Their experiences left a poor taste in their mouth giving them no desire to ever return.

https://time-recruitment.com/attracting-women-male-dominated-tech-industry/

Pipeline & Hiring

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- It is hard to recruit diverse new graduates because college programs lack diversity as well. I believe employers and educators need to work together to promote diversity (in STEM) within the school system.

- Ensuring we have a strong female representation at our networking/career/internship events, as well as the interview process for our groups as appropriate

Pipeline & Hiring

- This made me think back to a personal example in my previous group. I became included in the interviewing process for a few dev roles we needed to fill, and I felt pleasantly surprised when we would interview a female developer, because we simply didn't see many interviewing for that role. I was very thankful that I was part of the interview process (even though I am not a dev), so that I could show we DO have women that work here! I specifically recall her saying at the end of our chat "It was so nice to speak to another female who works here, I wasn't sure if there were even females in this group…" which led me into being able to discuss the Women's Network, etc. I think that made a positive impact on her perception of the company as a whole.

Exclusion from Conversations

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- Companies can exclude women from conversations and projects that they should be a part of. This causes several problems: the company never taps into the skills and talents of the women in the company and women become agitated because key issues could have been resolved if they were involved from the beginning of the project.

- Not being included in the "boys club" and therefore missing out on opportunities/information

Lack of Representation in Leadership / Mentorship

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- For me, the challenge is the lack of diversity in leadership positions. When the vast majority in leadership positions are men, it is no surprise that women are not being advanced. I have asked about rewarding managers whose groups are increasing diversity in their groups and have often been met with the "oh well we do not want to hire people who are not qualified" and often the respondents are women. Wow, one would think that basic qualifications was a basic assumption yet they are saying it

- Not enough female leadership in upper management which of course has a ripple down effect

- I find it hard to advance in my technical career. I've been a telecom and network sales rep since the early 90s. I've basically grown up with a dial tone telephone company. It's been challenging to find a mentor within my organization to help with my career goals let alone assist in strategizing to meet them. I've done most of it alone or with the help and support of my family and close friends.

Lack of Recognition / High Visibility Projects

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- Women can get discouraged when their work is not acknowledged as it should be especially in comparison to their male counterparts. Then the desire to aim for higher-level positions drops because they're not valued. This all leads to higher turnover. I think employers should show that they are committed to women's career paths and track their growth within the company.

Wage Disparity / Lack of Promotions

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- Nearly one quarter of women left due to unacceptable pay. Forty-six percent of women in tech feel they are being paid less than their male counterparts, and 45% say wage growth is their biggest job challenge—more than bias, discrimination, or sexual harassment.

- If you don't get promoted, you don't get paid more

- If you don't get valuable projects, you won't get promoted

- Challenges in salary negotiation

Work Life Balance

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- 28% of women with children believe they've been passed up for a promotion because they are a parent or have other family responsibilities.

- Do women who hold off on family planning as they think it might affect their career growth?